



Annual General Meeting Report

May 27, 2018

Advocacy

Position Papers

Editorials

Talk di Tings Speaker Series

Community Hub

Caribbean Canadian Seniors

Walk Good Walkathon

Black Community Leadership Debate

Canadian Citizenship Ceremony

Education & Culture

Jamaica Independence Celebrations

Minding Your Mind Matters

Members' Social Night

Youth

Black Panther Advanced Screening

Scholarships

Saturday Morning Tutorial Program

Robotics

Spelling Bee

Black History Month Event for Students

Leaders of Tomorrow Summer Camp

Educate and Unite: A Time to Learn and Remember

MISSION

The Jamaican Canadian Association (JCA) is to deliver programs and services, provides a physical hub, and to advocate to improve the well-being and equity of Jamaican, Caribbean & African-Canadian communities within the Greater Toronto Area.

VISION

The Jamaican, Caribbean & African-Canadian communities will be a socially and economically equitable group that is represented and contributes at all levels to a strong diverse Canada.

VALUES

RESPECT & DIGNITY Staff, volunteers, and community members who participate in JCA activities and use its services will treat each other with respect and dignity.

DIVERSITY We value and respect the diversity of our staff, the people who make up our membership, and of those who use our services regardless of their racial and cultural backgrounds, religion, age, sex, sexual orientation, and visible/invisible challenges.

INTEGRITY We employ honesty and ethical decision-making practices in all that we do.

ADVOCACY We recognize the need to increase resources to contribute to the well-being of the communities we serve. We support this position by working with individuals, organizations, and others in an effort to influence the policy decisions that impact these communities.

EXCELLENCE We are committed to ensuring that clients and customers receive high quality services from well-informed and well-qualified staff.

We acknowledge the financial support of the following funders:

Ministry of Children & Youth Services

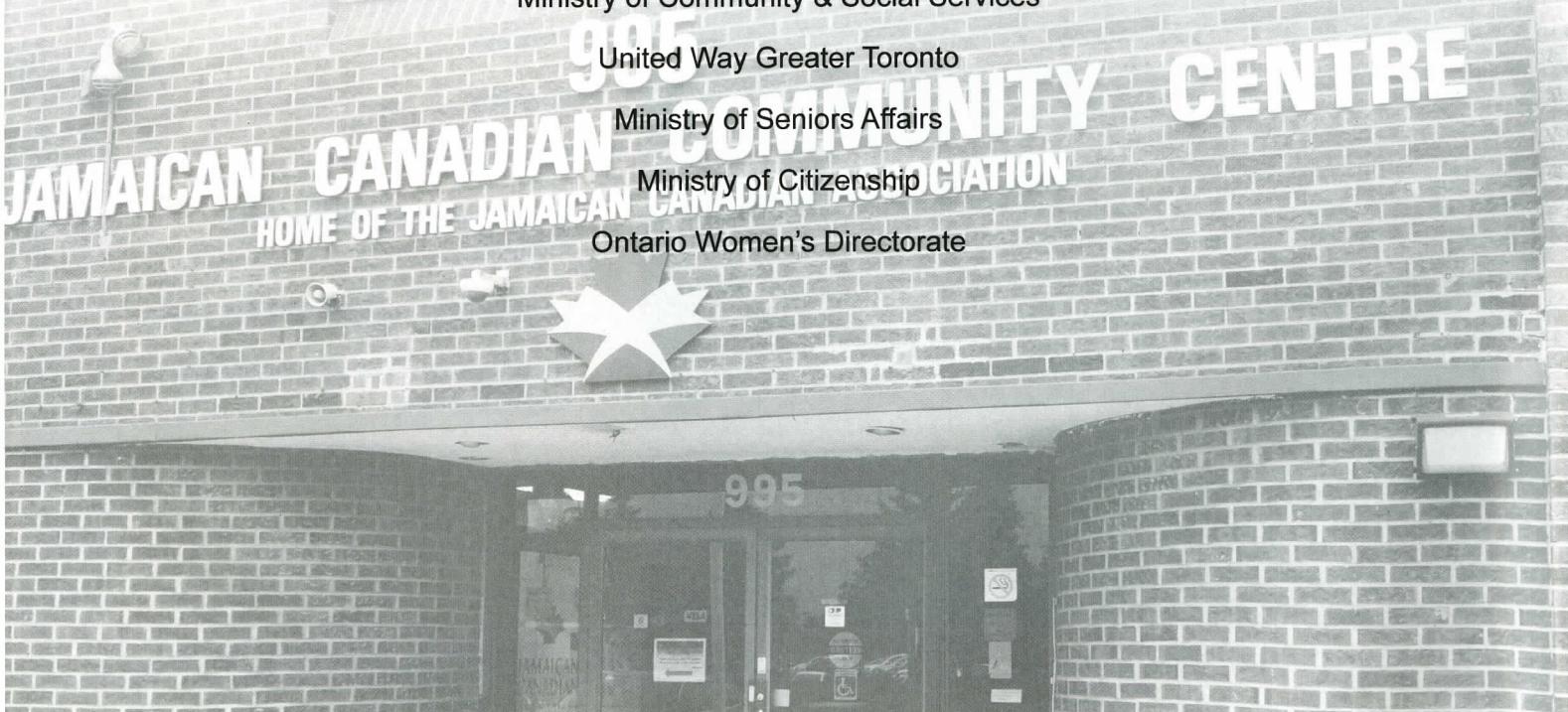
Ministry of Community & Social Services

United Way Greater Toronto

Ministry of Seniors Affairs

Ministry of Citizenship

Ontario Women's Directorate



OUR TEAM

In 2013, the JCA membership voted to separate the social services from its membership into three entities:

- i. Jamaican Canadian Association – culture, advocacy, community development
- ii. CAFCAN Social Services – fully funded social services programs for the African-Canadian community
- iii. JCA Charitable Foundation – raises funds to support the other two organizations. The Foundation is not yet established.

2017 – 2018 Board of Directors

Adaoma Patterson – President
Renea Douglas – Vice President
David Betty – Treasurer
Taborah Campbell – Executive Secretary
Yolande Davidson – Director at Large
Michelle Dolly-McKenzie – Director at Large
Natalee Johnson – Director at Large



JCA Staff & Custodians

- Jennifer McFarlane – Building Operator
- Maria Roberts – Administrative Coordinator
- Desmond Marrett
- Renford Whyte
- Randy Smith
- Cavin Johnson

Admin & Finance Team – JCA & CAFCAN

- Aida Kurman-Galiyeva - Book-keeper
- Mark Kovats - Financial Consultant
- Etenesh Habtemariam - Finance Assistant
- Marie Chapman - Reception & Administration

2017 – 2018 Caribbean African Canadian Social Services (CAFCAN)

Board of Directors

Kemi Jacobs – Chair
Maureen Henry – Vice Chair
Abu Jammeh – Treasurer
Cynthia Kwakyewah – Secretary
Shawnee Hardware – Director at Large
Sipho Kwaku – Director at Large
Jonatan Pavel-Fuentes – Director at Large



CAFCAN Staff

Employment Services Resource Assistant
Family Service/Intake Worker
Clinical Program Manager
Accounting Clerk
Chief Executive Officer (former)
Executive Director
Program Manager
Coordinator, Employment Services
Team Lead, Youth Outreach Worker
Employment Counsellor
VAW Counsellor
Coordinator, CYFS Program
Employment Services Job Developer
Leaders In Partnership Counsellor
Youth Outreach Worker
K-Club

Ann-Marie Whyte
Beverly Valentine
Donna Green
Etenesh Habtemariam
Everton Gordon*
Floydeen Charles-Fridal
Grace Williams
Mansur Mussa
Mary Mark
Noeline John
Patricia Jessop
Paulette Crooks-Drummond
Simone Hasfal
Thomas Asare
Troy Logan
Victor Rodney

Caribbean Canadian Seniors Volunteers

- Ismay Murray
- Loy Manning
- Eulalee Smith
- Kathleen Gordon
- Pam Reynolds

2017 – 2018 JCA Board of Directors Key Accomplishments

Reduction in Key Administrative Costs

- ✓ Garbage: \$26,998/per year to \$3600/year effective April 2018
- ✓ Snow removal: \$3955 to \$2875 effective November 2017
- ✓ Insurance: \$13,141.68 to \$5870 – November 2017

Revenue

- ✓ \$55,000 for building improvements
- ✓ \$8000 for seniors volunteer program
- ✓ \$8000 for advocacy/international students initiative
- ✓ \$250,000 for joint mentorship program with CAFCAN & Emory Collegiate
- ✓ Raised more than \$15,000 from the fundraising raffle
- ✓ \$1,760 for Tree for Me initiative



JCA as a Community Hub

- ✓ Increased use of JCA space for provincial consultations and community events during the week
- ✓ Ministry of Community & Social Services, Ministry of Children & Youth Services, Toronto District School Board, Ministry of Community Safety and Correctional Services, Ontario Black Educators
- ✓ Black Community Leaders Debate
- ✓ Jamaica Diaspora Crime Town Hall
- ✓ Friends of Jamaica Fundraising Initiative
- ✓ Distributed \$44,000 in scholarships
- ✓ Provided more than \$10,000 in discounts and support to other organizations

Building Improvements

- ✓ Back parking lot pooling issue resolved
- ✓ Ceiling tiles replaced
- ✓ Two new furnace units installed
- ✓ New sinks & accessible features in accessible washrooms
- ✓

JCA Brand

- ✓ Expanded our reach to new audiences
- ✓ JN Expo shared a booth with Jamaica Tourist Board resulting in new members
- ✓ Increased number of individuals under 35 years participating in the organization
- ✓ Over 3000 Likes/followers on FB
- ✓ Tweet impressions average about 600 impressions per day or 20k per month
- ✓ Purchased MiCharity web based system to manage JCA membership database, on-line payments and donations, donor database and volunteer database
- ✓ Created/updated new JCA swag: t-shirts, pens, brochures
- ✓ Created the first formal volunteer program
- ✓ Developed a comprehensive guide for the Caribbean Canadian Seniors



President's Report – Adaoma Patterson

"There is no passion to be found in playing small, in settling for a life that is less than the one you are capable of living."

-Nelson Mandela

Overview of Year

Successfully secured two support grants: \$8000 from Ministry of Seniors and \$8000 from Ministry of Multiculturalism for a volunteer program, Talk di Tings events & international students' initiatives.

- JCA, along with seven other organizations, was also a partner in a community screening of Black Panther hosted by CAFCAN
- Thanks to an amazing team \$16,950 was raised from the JCA raffle
- Signed off on a renewed five-year mortgage in January 2018 that increased the mortgage but resolved an ongoing outstanding debt with social services.
- CAFCAN/JCA has seen an increase in funding this past fiscal year:
- \$457,000 from MCYS for the SNAP program with BADC
- \$257,000 for a joint mentoring initiative
- Settlement program focused on the francophone community
- Provided JCA space for a number of important events this past year – here is a sample:
- Town hall on Crime in Jamaica –organized by the Jamaica Diaspora Crime Intervention & Prevention Task Force. The event took place April 7 and included Senator the Honourable Pearnel Charles Jr.,
- Minister of State in the Ministry of Foreign Affairs & Foreign Trade, Consul General Lloyd Wilks and task force lead Dr. Rupert Francis.
- Provincial consultations on carding, independent police oversight review, TDSB policing in schools
- Black Community Provincial Leaders Debate
- Canadian Citizenship Ceremony
- Consultation on a culturally appropriate SNAP program
- Friends of Jamaica fundraising initiative for early childhood education projects
- TDSB Walk of Excellence
- Black Community Legal Needs Assessment consultation
- David Betty was appointed Treasurer on January 25, 2018. David brings a wealth of financial knowledge and experience to the role and has jumped in to learn the JCA ropes.
- Represent JCA at the Peel District School Board's We Rise Advisory Committee to increase outcomes for Black boys
- Represented JCA at Ontario4All Campaign launch sponsored by United Way and more than 80 partners aimed at ensuring the June provincial election is addressing issues affecting people experiencing poverty
- Represented JCA at the Jamaica Diaspora Conference in Kingston Jamaica and presented on issues facing farm workers in Canada.
- Met with representatives from TD Bank, Jamaica National, Grace Kennedy, and several Bay Street firms to explore future support of JCA.

Acknowledgements

- The things we accomplished this past year would not have been possible without the support, ongoing efforts and feedback from many of you. A special thanks goes to:
- Board and committee colleagues for your commitment and dedication
- Past presidents Roy Williams, Audrey Campbell and Herman Stewart for your significant involvement in many aspects of the organization

- CAFCAN Board of Directors & Executive Director Floydeen Charles-Fridal for your spirit of cooperation
- Grace Williams for stepping in and filling many gaps
- The administrative and custodial staff for ensuring we deliver our services and maintain the building
- Kellie Spence for designing a number of flyers, brochures and other products for JCA
- Kamala-Jean Gopie for ongoing financial support
- Daphne Bailey and Eunice Graham for continuous encouragement
- Mr. Johnson for helping with painting
- Barbara Thomas and Hyacinth Wilson for organizing our storage rooms

Successes and Accomplishments

- The biggest accomplishment this past year was resolving the debt that accumulated over the past few years. While the solution was not ideal for some members, it has allowed JCA to resolve the immediate issues and focus on ensuring we reduce administrative costs and increase revenue. We have a solid finance committee in place to help the Board make strategic decisions about the organization's finances.
- JCA continued to be the hub of community engagement – I am pleased with the expanding number of requests for partnerships which have resulted in several new partnerships that will benefit the organization in the coming years.
- The Board was not able to complete a full strategic plan but spent several hours thinking about the present and future state of JCA.
- A comprehensive review of the JCA Constitution that resulted in several recommendations that modernize the organization and address challenges such as the inability to secure a Director of Fundraising for any sustained period of time.
- Worked to increase efficiency in hall rental services which is resulting in modest increases in revenue
- Worked with a consultant to develop a JCA volunteer program that will be implemented over the course of the next year

Next Steps/Outstanding for Next Year

- The most challenging aspect of this role is managing expectations. Many people incorrectly assume the President and board roles receive compensation. Board members sacrifice significant hours to manage the various aspects of the organization. My priorities for the next two years are:
- Succession planning – 2018 – 2020 will be my final term and therefore it is important to begin identifying individuals who are able to step in to the role and build on the significant work that is underway. This also applies to other board positions.
- To implement a mentoring program for incoming board members and committee chairs
- Securing administrative support – organizations as large as JCA cannot rely solely on volunteers. If we are to grow and expand we must secure resources to hire administrative staff for day to day operations
- Increasing hall rental revenue – this remains an area of contention but JCA's finances are tenuous unless we can maximize the potential of our major asset which is still underutilized
- Increasing sponsorship revenue to fund major building expenses and JCA programs

I thank those members and volunteers who continue to express faith in my ability to lead this organization.



Vice-President's Report – Renea Douglas

"Change is the law of life. And those who look only to the past or present are certain to miss the future." - John F. Kennedy

Overview of Year

I would like to thank the JCA members for electing me into the position of Vice President 2017/2019 at the last AGM. The year has been a challenging and rewarding one, moving from the role of Executive Secretary to Vice President. My first objective was to listen to members and their concerns in order to get a better understanding of the issues that affect them the most and secondly, provide much needed support to the President. As a result, I arrived at two main areas of focus:

- 1) Membership Issues
- 2) Building Maintenance / Operational Processes

Membership

My goal at the first committee meeting was to listen to the committee members and understand the current issues that they have. Some issues identified:

- Some members felt that the committee has too many events and responsibilities
- Ongoing issues with the Membership Database as some members status are Inactive, when it should not be for example 'Life time' membership
- Finding time to visit the members who are sick and calling up members on the inactive list
- Membership Outreach Activities
- Lack of Membership information such as Flyers, Pens, T-shirts, Membership Cards etc.

Unfortunately by the end of the first quarter the elected Membership Chair resigned from the position. Due to the lack of interest and the workload of the Membership Chair, the Board approved a Co-Chair model, until a more permanent solution can be found.

Accomplishments

- Janet Samms and Shauna-Kay Cassell currently co-Chair the Membership Committee, responsible for Membership Activities and Administration respectively. The committee is also looking at another group to be responsible for Membership Welfare – responsible for visitation / keeping in touch with members.
- Successful membership Social Night held in March; upcoming dates in June and October.
- Implementation of a New Membership System (MiCharity) to manage membership information, donations and volunteers. Since the implementation of MiCharity in Mid-February, we have seen an increase in membership renewals on-line
- Creation of new membership brochures, pens and t-shirts
- Increased JCA outreach at community events and online presence

Acknowledgements

Pam Reynolds, Janet Samms, Sylvia Edwards, Mary Green, Danny Crooks, Dean Parker, Shauna-Kay Cassell and Dorothy McCurdy.

Next Steps/Outstanding for Next Year

- Formalise a Membership Welfare Team
- Increase in Membership Outreach
- Membership Identification and Benefits

Building Maintenance / Operational Processes

- My first task was to meet with the Building Committee, to discuss expectations and responsibilities of both the Board and Committee. The Building is aging; as such operational costs for the HVAC / furnace has been increasing. There has been an intentional focus on ensuring that the true costs of maintenance are being reflected in the budget. As a result, and with the help of the Finance Committee we managed to identify the following has some areas for focus:
- Review some of the maintenance contracts for the Building (Cleaning / HVAC / Snow Removal / Security Alarms etc.)
- Review of Building Access
- Met with Custodians - for feedback and their input on operations issues
- Placed a comment/suggestion box in the lobby area for patrons / customers comments
- Reviewed the policies and procedures or start enforcing surrounding some of the JCA cash activities for example Bar Sales and Coat Check service.
- Moving to a more cash less system with the Hall Rental and monitor discounts. This is an attempt and the board commitment for greater transparency and accountability to the membership.

Accomplishments

- Paving - repaving work that was needed to be carried out regarding the water pooling at the north east corner of the building and filled some potholes in the parking lot.
- FML Accessibility Washroom – The two washrooms were completed for which funding was received.
- Repainting of parking lot
- Repair / Replace a total of three HVAC System
- Changing of flags (Jamaican / Canadian)
- Cost Cutting and Savings:
- Snow Removal Contract for November 2017 to April 2018 saw a reduction 23% on the base contract and 30% on salting rate per application in comparison to the previous year.
- Insurance - (Building/DOL&EO) renewed with a new Insurer and by shopping around, we saw a reduction of 60% in insurance cost.
- Garbage Disposal – We signed a new contract April 2018 with a new company which saw a reduction in monthly cost by 68%.

Next Steps/Outstanding for Next Year

- Review contracts for the Building (Cleaning / HVAC / Security Alarms etc.)
- Review of Building Access
- Schedule A Clean-up day
- Place a comment/suggestion box in the lobby area for patrons / customers comments
- Review the policies and procedures or start enforcing surrounding some of the JCA cash activities for example Bar Sales and Coat Check service.
- Wrapping of Chairs
- Raise Funds to replace the Divider between of the Hall 1 and 2
- Replace Fridge and Stove in for Kitchen in Hall 3

In closing, I just want to say thank you to the members who believe in us and giving us the opportunity to serve this great organization.



Acting Director of Communications - Alton Brooks

Overview of Year – June 2017 to May 2018

The goal was to keep the organization's activities (cultural, education, building, fundraising, and advocacy) visible to the membership via information share. This includes outreach via e-blasts and social media. This was accomplished for most events.

Over 3000 Likes/followers on FB, Tweet impressions average about 600 impressions per day or 20k per month, reaching people far and wide, locally and around the world. One of the best memories of 2017 was attending and covering the JCA Family Picnic, only to be found in the middle of the tug of war contest between the Men and Women. Thankfully we, the men prevailed, but it was so very close. Anyone with photos or videos were encouraged to share them with communications.

Acknowledgements

Special thanks to any and everyone who lent a hand to the communications dept this past year.

To Corenne, Mrytella and Marie, thanks for the weekly assist. It was greatly appreciated.

To Natalee for Instagramming, Yolande and Audrey for Twitter content and postings, to Adaoma and Sylvanus for constant photos, VP Renae for being in person at most of the events and to Caribbean Camera for making a commitment to showcase as many of our events as possible. Special thanks to Ned Blair for his kindness and wisdom share and Roy Williams for his knowledge share on special projects.

Acknowledgement as well goes out to all the members who were never shy about giving feedback, whether good or bad, so that improvements can be made for the better. It's never personal.

Successes and Accomplishments

- Working alongside the VP of the board, communications was able to assist with making online donations a reality for the organization. This will lead to easier donor receipt management.
- JCA is viewed in a more positive light due to the constant outflow of information on activities JCA is involved in, which has only encouraged organizations to want to partner with JCA to spread their messages to the masses. We are living up to being the true Hub of the community.
- Assisted to help fill the JCA halls for numerous events and Town Hall meetings.

Next Steps/Outstanding for Next Year

A dedicated e-blast format would be helpful and being worked on for implantation.

A digital Camera/ Video recorder would be helpful to help capture event footage.



Director-at-Large (Advocacy) – Yolande Davidson

Overview of Year – June 2017 to May 2018

The past year has been focused on leveraging partnerships continuing to grow the JCA's advocacy presence, to advance priorities endorsed by members, in particular political engagement.

Political Engagement

- Let's Chat Brampton Town Hall (November 2018): With planning committee, hosted the first Let's Chat Town Hall in Brampton for community to discuss priorities for advocacy.
- Black Community Provincial Leaders' Debate (April 2018): With a coalition of Black community groups led by Operation Black Vote Canada, held a debate of the leaders from the Liberal, NDP and Green parties to provide a platform for the Black community voice our concerns.
- So You Think You Can Run (May 2018): The second installment of this training workshop specifically targeted provincial election candidates from the Black community to provide advice from experts on campaigning and mobilizing in their communities.
- Provincial Election Black Candidates Reception (May 2018): With a coalition of Black community groups, hosted a meet and greet for Black candidates from across all provincial parties.

Education

- Community Co-Chair, Toronto District School Board Black Student Achievement Advisory Committee (TDSB BSAAC) (September 2018 to present): Transitioned from a member of the committee to the co-chair, where I facilitate monthly meetings and work with members to set priorities. A key achievement of the committee includes advocacy to eliminate the School Resource Officer program in TDSB schools.

Immigration

- Meeting with the federal Minister of Immigration, Refugees and Citizenship (February 2018): Arranged and chaired a meeting with Board members on matters important to the Jamaican/Black communities, including challenges of Jamaicans in obtaining Canadian visitor's visas (ongoing advocacy effort), pathways to citizenship for migrant workers, and the case of Abdoul Abdi.

Economic Opportunity and Employment

- Talk di Tings Speaker Series (April 2018): Hosted first speaker series where six Black community members spoke about their vision for the Black community by 2020, particularly in the areas of preparing for jobs of the future, creating generational wealth and participating in public planning and dialogue on infrastructure development that impacts us.

Social Justice

- City of Toronto Anti-Black Racism Action Plan community mobilization (summer 2017): As part of a community collective led by Tabono Institute, participated in advocacy to demand that the City establish a permanent African Canadian community accountability and oversight mechanism for its Anti-Black Racism

Action Plan.

- Bill C-305 (October 2017): As part of a community coalition in partnership with the Centre for Israel and Jewish Affairs, supported advocacy for federal Bill C-305, which extends hate crime protections to community centres and schools associated with an identifiable minority group. Previously, legal protection against hate crimes was primarily extended to places of worship only. The Senate passed this Bill on October 18th, 2018.
- Black Health Alliance (BHA) Annual Conference (November 2017): Panelist in a discussion regarding sustainability of Black community organizations.

Culture and Heritage

- Commemoration of Marcus Garvey's Birthday (August 2017): With Tabono Institute, Ryerson University, A Different Booklist and others, planned a celebration of Marcus Garvey's 130th birthday and the 100th anniversary of the Universal Negro Improvement Association in the United States.

Acknowledgements

As ever, I am grateful for the support of the membership of the JCA. Thank you to the past presidents for your continued support, especially Roy Williams, Herman Stewart, and Audrey Campbell for their constant willingness to provide advice and represent the JCA at advocacy events when needed. I also wish to acknowledge the leadership and staff of Caribbean African Canadian Social Services (CAFCAN), and in particular Executive Director Floydeen Charles-Fridal, Board Chair Kemi Jacobs and Program Manager Grace Williams, for their partnership and hands on support, especially regarding execution of recent political engagement events held at the JCA. In the same vein, I wish to thank the staff of the JCA for their daily efforts to keep the organization running.

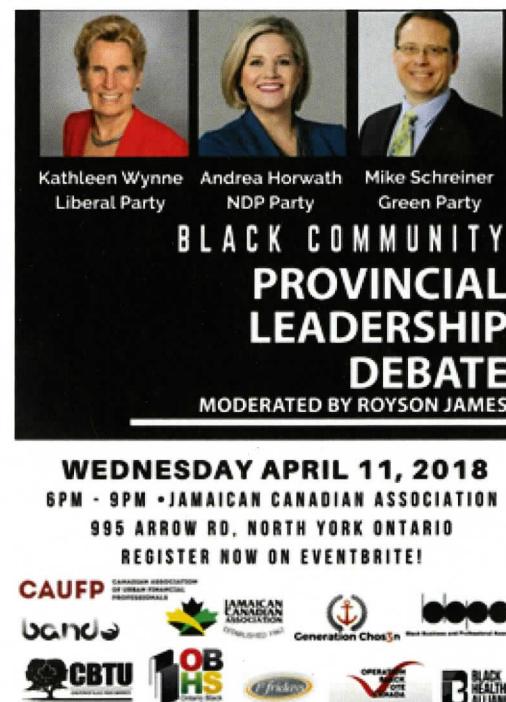
Thanks to Danielle Dowdy for her partnership in delivering on the JCA's advocacy commitments, and to Alton Brooks, most notably for carrying out the Board's communications functions. Thank you to the JCA committee chairs and members for your work to strengthen the JCA. Special acknowledgement goes to the Scholarship Committee, and to the Women's Committee for your support of advocacy initiatives. I truly could not do this without the support of my amazing Board colleagues. It's my great honour and pleasure to work alongside a group of such talented, kind, generous and committed people.

Successes and Accomplishments

I have too many proud moments to choose one or two. More important is the spirit of collaboration and partnership in which advocacy work took place this year. We are better together.

Next Steps/Outstanding for Next Year

The focus on political engagement will continue to support civic participation in upcoming municipal elections, and through additional local town halls in Peel region and elsewhere.



Director-at-Large (Human Resources) – Michelle McKenzie-Dolly

"A leader is one who knows the way, goes the way, and shows the way." -John C. Maxwell

Overview of Year – June 2017 to May 2018

This was a challenging year for the JCA Board during which collectively we made great strides in our quest to position the Jamaican Canadian Association for sustainability.

As the Director responsible for Human Resource Management and JCA representative on the CAFCAN Board, much of the work I accomplished this year was around Labour Management issues and being the liaison between JCA and CAFCAN Boards. Issues that impacted the JCA were noted and submitted to the Board for discussion.

Acknowledgements

- Members of the JCA Board for continued support
- CAFCAN Board for efforts to be transparent and working collaboratively with the JCA
- Herman Stewart for guidance on Human Resource issues
- Alton Brooks for his dedication and continued support in communications
- Audrey Campbell for her dedication to Special Projects

Successes and Accomplishments

- Co-chaired with Past President Audrey Campbell a JCA members' trip to Ottawa. Fifty three members of the JCA travelled to Ottawa on Monday August 07, 2017 in response to an invitation by Her Excellency Janice Miller, Jamaica High Commissioner to Canada. The occasion was a part of ongoing Canada 150 celebrations "Ottawa Welcomes the World 2017." Ottawa Welcomes the World creates an opportunity for different Embassies and High Commissions to mark their National Celebrations at Aberdeen Pavilion and the Horticulture Building. The aim of the event was to embrace the diversity that at the core of the Canadian History, its pride and DNA.

Hundreds of Jamaicans descended on the Horticulture Building, donned in Jamaican colours to Celebrate Jamaica 55th Independence. The day's activity reflected the depth and breadth of the Jamaican culture through presentations of music, dance and spoken word.

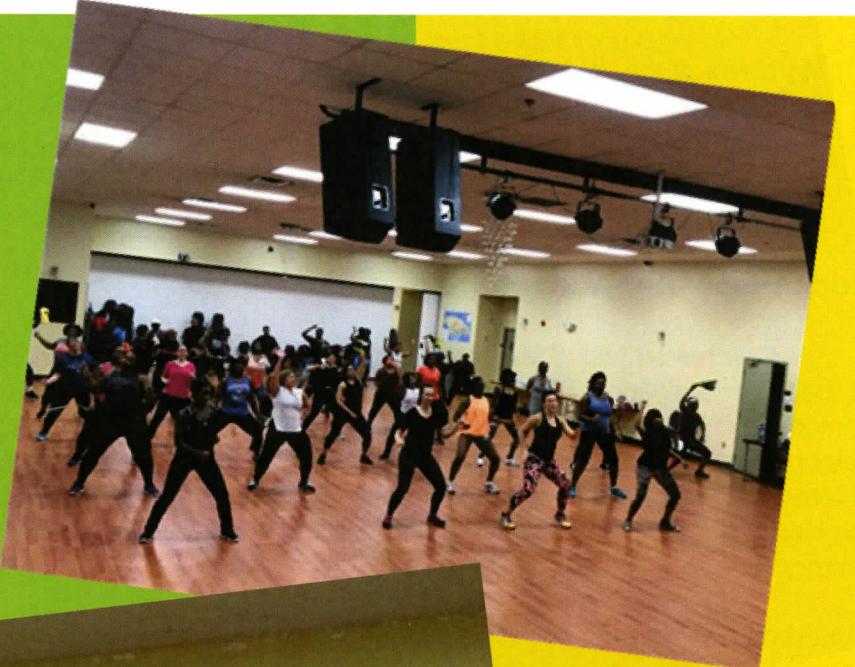
The evening culminated with a formal reception hosted by Her Excellency Janice Miller. The JCA delegation was led by President Adaoma Patterson and Vice President Renea Douglas.

- Successfully recruited, with the assistance of Yolande Davidson, an Administrative Coordinator, allowing for greater accessibility of the Hall Rental Office to the public and administrative support for general JCA office duties. Her name is Maria Roberts.
- Successful grant application of \$1760.00 through Toronto Parks and Trees Foundation, Tree for Me Free Give Away Event. The aim of this grant was to provide education around the benefits of trees in the environment and to encourage individuals to plant trees on private property to enhance the tree canopy in the City of Toronto. The aim of the project is to get the tree canopy up to 40% of the desired number of trees.

Sincere appreciation to Natalee Johnson for forging the partnership with Audrey Dwyer who was instrumental in coordinating volunteers from C.W. Jefferys Collegiate and Emery Collegiate Institute provide well needed volunteers for this event. Seventeen students volunteered. Another event is slated for late summer/early fall this year. The funders are interested in engaging the students and evolving the project into a leadership development opportunity for the youth. This will enhance the efforts of the JCA to increase the capacity of the youth portfolio.

Next Steps/Outstanding for Next Year

- JCA Members Trip to Jamaica to participate in the renaming of Gordon Town Square to Miss Lou Square in honour of Rt. Hon. Dr. Louise Bennett Coverley. The tentative dates: September 05 to September 12, 2018. Other local trips to various National Monuments and Social Enterprises will be incorporated in this fun filled trip. Interested parties may register at the membership table today or contact Audrey Campbell or Michelle McKenzie-Dolly for additional information.
- Tree Giveaway Event and Leadership Development opportunity for youth
- Work plan derived from the general direction of the Human Resource Committee and special projects assigned by the President.



Director-At-Large (Youth Initiatives) – Natalee Johnson



Overview of Year

As a new board member, Director-at-Large, I was assigned the youth and young adult portfolio. I set out to do the following:

- Initiate a Youth and Young Adult Committee within JCA
- Host, coordinate educational workshops related to youth and young adults
- Engaged more youth and young adults within JCA to become active members taking on different roles within in JCA
- Meet with SMTP coordinator and tutors to strategically plan for SMTP
- Worked alongside other board members to plan for JCA sustainability

Acknowledgements

Acknowledging all the current JCA Board Members, previous board members including Audrey Campbell, Alton Brooks, Simone Banton-Piper, Vilma Garnett, Grace Williams, all the youth and young adults that attended the Youth Initiative meetings as well as all JCA Members.

Successes and Accomplishments

- Hosted OSAP and Community Grant Information Sessions
- Building and maintaining a relationship with high school's administrators and teachers surrounding JCA
- Hosted a meeting for administrators, teachers and superintendents from surrounding schools, finding out how JCA can further support students in high schools
- Assisting with the completion of the Black Youth Action Plan Grant
- Assisting with the Tree-for-Me grant
- Invited students from Emory Collegiate to volunteer within JCA for the 2018 Walk-A-Thon and Tree-for-Me grant
- Assisted with the Multicultural Grant Application

Next Steps/Outstanding for Next Year

- Work alongside the Youth Committee and Education Committee
- Get corporate sponsors for SMTP
- Organize a mental health initiative for youth and young adults within the community
- Continue to engage more youth and young adults within JCA, encouraging youth and young adults to take on more leadership roles within JCA
- Have JCA presence at the surrounding schools Black History Month events
- Provide more educational leadership training targeted to youth and young adults within JCA and the community
- Have an evening specifically dedicated to empowering young Black males. Invite presenters from the community to share their journey and empower the young Black boys to pursue their goals.
- Do more live Facebook live events to connect to youth and young adults through social media
- Have engaging activities for youth and young adults
- Go into the communities outside of Toronto such as: Peel, Durham, etc.
- Identify needs of black youth and address needs
- Continue to work alongside members and JCA board members to plan for sustainability of JCA.
- Create a program that can better support international students from the Afro-Caribbean community

COMMITTEE UPDATES



Name: Rudolph Gibbs
Building Committee, Chair

Overview of Year

To look at the building both interior and exterior and see how we can continue to address the minor and major issues with the building; keeping in mind its age; seeing how we can continue to address these repairs while being mindful of the day to day expense. The following tasks were carried out:

- Completed several building walk-about
- Remarked the parking lot
- Replace the outdoor / indoor Jamaican / Canadian Flags
- Pool in the back was addressed – North side of the building
- Changed all water marked ceiling tiles in all three halls / CAFCAN hallway and JCA hallways
- Replaced all ceiling lights that was not working in all three halls
- Replaced / repaired two HVAC system units on building roof
- Replaced all the locks in the counselling rooms in CAFCAN offices
- Repaired and replaced door locks in CAFCAN offices which included the main exterior door and main entrance door
- Did some adjustments to the main entrance lobby door
- Completed the annual fire inspection
- Did a lot of ongoing minor repairs to the building as needed (Drywall / painting furniture repairs / etc)
- Replaced the projector screen in the main hall
- Half yearly inspection of the Fire Extinguishers

Next Steps/Outstanding for Next Year

- Repair main exterior door for hall 3
- Address permanently the odor issue in main kitchen
- Cleaning of the stage drapes
- Painting of the stage wall
- Replacing Hall 2 Bar window similar to hall 1
- Changing / update camera safety system of the entire building
- Replace garbage bins in all washrooms
- Change / Clean / Repair of JCA Chairs / Tables (new chairs / tables needed)
- Replace ceiling light covers throughout the whole building

Acknowledgements

Would like to acknowledge the following:

Janet Samms	Doug Robertson	Mary Green	Noel Lewis
Gifford Walker	Leon Sutherland	Winston Brown	Dwight Gordon
Dean Parker	Glen Gordon		

I would like to make special mention of all the custodians:

Desmond Murray, Renford Whyte, Cavin Johnson and Randy Smith. I would be remise not to mention: Jennifer McFarlane, Grace Williams and Mr. Johnson.



Name: Camille Hannays-King
Women's Committee, Chair

Overview of Year

It was with pleasure that I accepting the position of Chair of the Women's Committee in July of 2017 and officially assumed (resumed) the role in September. I previously held this role eight years ago. It has been a hectic seven months of planning and producing the Women's Committee Annual Events.

Mental Wellness Fair

In October, the Mental Wellness Fair, "Minding your Mind Matters," was put on by the committee with the goal of increasing knowledge and improving the well-being of community members. Drawing on the expertise from within the community, this collaborative one day health forum offered several informative sessions to explore the stigma of mental illness and the resulting impact on Black women and families. Actress and Film producer, Stacy-Ann Buchanan shared her powerful testimony of living with a diagnosed of mental illness and her incredible journey of healing. She accompanied her presentation by showing a clip from her award winning documentary, The Blind Stigma, which explores the experiences of living with a mental illness within the Black community. Additional sessions included: Stigma, facilitated by Tracey Ampofoh from Women's Health in Women's Hands; Creating and Maintaining Healthy Relationships; and Depression, by Raelene Prieto; Dementia by Madeline Edwards; and Resources for Youth by Natalee Johnson. The day concluded with a panel presentation and lively open discussion. The participants were treated to a hot lunch donated by Simone Thomas.

Movie Viewing and Community Gifting

In November, the Committee hosted our annual Movie Viewing and Community Gifting event. Community gifting advances the spirit of philanthropy amongst the members through charitable giving. Attendees brought holiday gifts that were then donated to Youth Without Shelter. A representative from the organization attended



the event to collect the gifts and to talk about their work with homeless youth. The attendees were treated to the movie Fences, which stimulated an animated discussion about relationships and lost dreams.

International Women's Day

In March, we hosted the annual International Women's Day event with our Women Recognizing Women Program. At this event, we were privileged to have one of our members; Dr. Enid Collins delivered the Keynote address and was pleased to present six women with awards. The volunteer awards were presented to: Simone Banton-Piper; Jannette Lemon; and Olive Thompson for their service to the JCA. The Recognition Awards were presented to Ettie Rutherford and Rev. Sky Starr in appreciation of their outstanding contribution to the community and for inspiring change, and the recipient of the Community Award was presented to Staff Sergeant Stacy Clarke, for her outstanding contributions to the well-being of the community and the highest quality of life Ontarians enjoy.

Successes and Accomplishments

The initial goal for International Women's Day was 170 attendees, however we were quite thrilled to surpass this number and have an extremely successful event.

Next Steps/Outstanding for Next Year

To increase the numbers of active participants on the committee and to recruit more members.

Acknowledgements

It is an absolute delight to work with a staunchly devoted group of women who, in their commitment to the JCA organization, and to fostering better lives for women, often go beyond what is expected. I am humbled by their charity and dedication to preserve the ongoing work of the Women's Committee.



Name: V. Garnett Saturday Morning Tutorial Program, Coordinator

Overview of Year

"Education is not the learning of facts, but the training of the mind to think"
- Albert Einstein

Acknowledgements:

It is our pleasure to acknowledge the generous donation from BBPA of theatre tickets for SMTP students to preview the inaugural viewing of the "Black Panther" movie. We'd also like to acknowledge the JCA Board of Directors and Administration for their support, the students who join us each week, parents who entrust their children to our care and guidance, and most importantly the tutors who give so much of themselves to assist the students in their academics and provide worthy mentorship each week: Donald Ogilvie, Christopher Lyn, Jerome Whyte, Gloria Maragh, Barbara Watson, Janet Samms, Charmaine Jackson, Judith Spencer, Ionie Grizzle, Andre Smith, Nacore Stewart, Marcia DaCosta, Laurene Williams, and teacher candidate Keisha Smith.

Successes and Accomplishments:

The program experienced growth in the number of volunteer tutors, student registration. Students, parents, and tutors were given the opportunity to screen the Marvel "Black Panther" movie that featured first superhero of African descent courtesy of BBPA. Throughout the program the students took part in Finance workshops which provided them with much needed Financial Literacy, and they continued to work on time management approach to completing their assignments. The Robotics had received great demand from parents and students, and participated in the annual "Hour of Code".

Next Steps/Outstanding for Next Year:

For the coming academic year, we plan to have a Field Trip to Kingston, Ontario to have a tour of Queen's University, and possibly visit to the caves in Collingwood. We are looking forward to our students entering the First Robotics Competitions, and more partnership with the wider community.

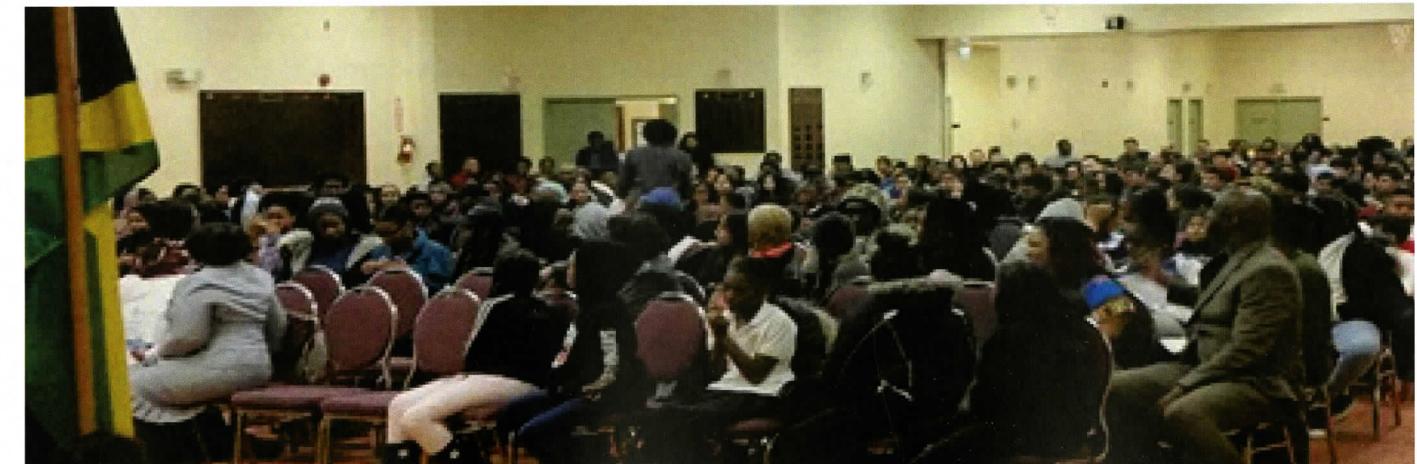


Black History Month Committee – Dr. Sylvanus Thompson

The Jamaican Canadian Association (JCA) held its Annual Black History Month Celebration on Thursday, February 22, 2018. The theme was "Educate and Unite: A Time to Learn and Remember". Over 500 students and other youths from the community participated in this event, which included a number of cultural performances and inspiring messages related to the Theme.

The Keynote Speaker was Dr. Beverly - Jean Daniel, Assistant Professor, School of Child and Youth Care, Ryerson University. Other specially invited guests included: Officers from The OPP, Toronto Police Service, the Jamaica Consul General in Toronto, Roger Shaw of Infrastructure Ontario, and Robert Small of Legacy Posters. A recorded message was read on behalf of The Hon Mitzie Hunter - Minister of Advanced Education and Skills Development, who was unable to attend.

Co-hosts for the cultural event were Kerry Lee Crawford of G998.7 FM and Paula Letang of CJRU 1280 AM, The Scope Radio.



Spelling Bee of Canada Competition - Dr. Sylvanus Thompson

The JCA once again hosted the Etobicoke/North West Chapter of the Spelling bee of Canada Competition. This included a number of coaching sessions to prepare the participants and the actual staging of the regional finals. Over two hundred students participated in the three categories from which the winners and runners up went on to represent the chapter at the provincial finals. Congratulations to Julius Aarup Kulla who was the runner up in the Junior Category at the provincial finals.



JCA Scholarship and Awards Program - Dr. Sylvanus Thompson

The 15th Annual Jamaican Canadian Association (JCA) Scholarship Awards Presentation was held on September 16, 2017. The Program was launched in 2002, as an annual event that provides support to academically gifted Ontario University and College students from the African and Caribbean Communities. The Theme for the event was "Go Beyond the ordinary and achieve the extra-ordinary" and the keynote address was given by the Dr. Gervan Fearon, President and Vice- Chancellor, Brock University. Other specially invited guests included Chief Eric Joliffe of the York Regional Police; and the Hon Judy Sgro, MP York West.

The sum of \$44,000 was presented to 32 students, thus bringing the total amount awarded since the inception of the program to over \$544,000 to approximately 472 worthy students attending training institutions across Ontario. The JCA is extremely grateful to the various sponsors and donors whose contributions have made this program a success. The dedicated Scholarship Awards Committee must also be commended for its continued commitment to the program.

Volunteers

JCA relies extensively on members and volunteers to run the organization. We acknowledge and thank the following individuals for your commitment to JCA:

Membership Committee

Shauna-Kay Cassell – Co-Chair
Janet Samms – Co-Chair
Mary Green
Theo Beckford
Sylvia Edwards
John Forde
Len Moore
Dean Parker
Dorothy McCurdy
Jennie Fagan-White
Margarita Phipps
Aldaine Hunt
Ivorine Forde
Shirley McKoy
Nadine McLean

Women's Committee

Camille Hannays – Chair
Bernice Bailey
Daphne Bailey
Dorothy McCurdy
Eunice Graham
Ismay Murray
Joycelyn De Sousa
Juliette Saunders
Lecia McKenzie
Mary Green
Norma Clarke
Pamela Powell
Radhika Garnett
Ruby Collymore
Shirley McDonald
Sylvia Edwards
Dr. Enid Collins
Haslene Davis

Building Committee

Rudolph Gibbs - Chair
Janet Samms
Mary Green
Glenford Gordon
Mr. Johnson
Leon Sutherland
Dwight Gordon
Doug Robertson

Constitution Committee

Erma Collins
Eunice Graham
Daphne Bailey
Lana Salmon

Nomination Committee

Simone Banton-Piper - Chair
Lisa Crowell
Audrey Campbell
Asha Hassan
Olive Smith

Finance Committee

David Betty – Chair
Adaoma Patterson
Renea Douglas
William Jenkins
Rudolph Gibbs
Alton Brooks
Alvin Knight
Herrol Mattocks
Robert Sterling
Michelle Peart
Patrick Bailey

Saturday Morning Tutorial Program

Vilma Garnett – Coordinator
Donald Ogilvie
Christopher Lyn
Jerome Whyte
Gloria Maragh
Barbara Watson
Janet Samms
Charmaine Jackson
Judith Spencer
Ionie Grizzle
Andre Smith
Nacore Stewart
Marcia DaCosta
Laurene Williams
Keisha Smith

Raffle Committee

Herman Stewart - Chair
Audrey Campbell
Herrol Mattocks
Alvin Knight
Bruce McDonald
Janet Samms
Daphne Bailey
Hyacinth Wilson
Simone Banton-Piper
Cyndi Anderson
Pauline Reid
Edna Smith-Bowes
Roy Williams
Grace Williams
Barbara Thomas
Gifford Walker
Hermine Johnson
Winston Johnson

2017 Gala Committee

Leo Campbell - Co-Chair
Sylvanus Thompson - Co-Chair
Grace Williams
Chris Campbell
Herrol Mattocks
Charmaine Sewell
Audrey Campbell
Pam Reynolds
Janet Samms
Alton Brooks
Adaoma Patterson
Members Social Night
Simone Banton-Piper - Chair
Roy Williams
Grace Williams
Barbara Thomas
Hyacinth Wilson
Hermine Johnson

Awards Committee

Hyacinth Wilson - Chair
Barbara Thomas
Pam Reynolds
Alton Brooks
Renea Douglas
Dr. Enid Collins
Adaoma Patterson

Scholarship Committee

Dr. Sylvanus Thompson - Chair
Grace Williams
Roseanne Henlon
Ian Edwards
Dr. Vincent Conville
Julie Spence
Judith Spencer
Yolande Davidson
Eva Smith
Edward Smith
Basil Thomas

Spelling Bee

Dr. Sylvanus Thompson - Chapter President
Dan Hamilton (Arbiter)
Ian Edwards (Word Announcer)
Audrey Campbell (Judge)
Radhika Garnett (Word Keeper)
Roseanne Henlon (Resource Person)
Tamara Gordon (Name Announcer)
Heather Aspinall (Registration & Logistics)
Dwight Gordon (Stage Manager)
Enid Campbell (Certificate Management) Jeanette Lemon (Certificate Management)

We apologize for any errors or omissions.



Adaoma Patterson
Barbara Thomas
Bernice Bailey
Beryl Nugent
Caribbean Canadian Seniors
Charles Thompson
Deanna Sgro
Daphne Bailey
Ena Charrison
Eunice Graham
Herman Stewart
JCA Domino Club
Loy Manning
Merlene Hodge
Ned E. Blair
Ivy Cole
Herrol Mattocks
Judy Sgro
Alvin Knight
Roy and Grace Williams
Sandra Ferguson
JCA Domino Club
Denham Corporation Limited
JCA Domino Club
My Tribute Gift
Telus
Pauline Haynes
Courtney Jerk Drum
Carpenters & Allied Workers
Jerome Whyte
Sharon Wynter-Bowen
Dorothy Reid
Dr. Lancelot Bowon
Erma Collins
Gevron Fearon
Glifford & Raphaelita Walker
Humber College
Deanna Sgro/Humber River-Black Creek
Marcia Brown
Mary Ann Chambers
Nehemiah Bailey
Pansy Stewart
York Regional Police
B.D. Jolly
Tiffany Harris

Donors

JCA thanks the following individuals, organizations and companies for their contributions of \$500 or more during the past year.



